		C	omparative	Data (Sec. :	1614.705)	
Complaint Activity 29 CFR §1614.704 (a), (b), and (c)			Previous	Fiscal Year	Data	
	2017	2018	2019	2020	2021	2022
Number of Complaints Filed	2571	2813	2642	2807	2601	2918
Number of Complainants	2568	2692	2514	2668	2478	2775
Repeat Filers	92	109	124	123	112	134

Complaints by Basis		C	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (d)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022
Race	982	992	995	997	967	994
Color	128	139	119	115	104	131
Religion	98	105	79	73	66	326
Reprisal	1088	1209	1129	1243	1178	1180
Sex	836	806	716	706	698	754
Pregnancy Discrimination Act	0	0	18	16	18	25
National Origin	210	249	238	221	213	234
Equal Pay Act	29	18	23	19	24	2
Age	720	644	632	643	618	635
Disability	902	1095	967	1066	954	1110
GINA	7	3	6	5	3	10
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue		Co	omparative	Data (Sec. 1	1614.705)	
29 CFR §1614.704 (e)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2017	2018	2019	2020	2021	2022
Appointment/Hire	70	93	64	83	55	77
Assignment of Duties	236	239	356	298	254	242
Awards	23	8	18	5	18	17
Conversion to Full-time	1	1	1	0	2	2
Disciplinary Action		·	•		·	
Demotion	15	19	27	25	24	23
Reprimand	74	123	127	128	115	79
Suspension	122	128	110	93	80	86
Removal	70	92	126	90	58	61
Warning	202	151	202	199	147	233
Duty Hours	68	77	98	112	77	106
Performance Evaluation/Appraisal	229	341	265	328	272	284
Examination/Test	1	2	1	2	0	4
Harassment						
Non-Sexual	1524	1631	1518	1760	1633	1881
Sexual	110	112	88	83	86	95
Medical Examination	4	4	12	12	4	8
Pay (Including Overtime)	168	145	140	172	154	187
Promotion/Non-Selection	419	384	373	391	355	340
Reassignment						
Denied	22	27	16	20	23	22
Directed	106	227	100	258	187	239
Reasonable Accommodation Disability	301	391	355	427	331	445
Reinstatement	1	0	1	2	0	3
Religious Accommodation	9	10	6	6	6	163
Retirement	39	46	116	48	41	48
Sex-Stereotyping	0	0	0	0	0	3
Telework	20	32	36	77	89	82
Termination	166	249	192	291	280	247
Terms/Conditions of Employment	41	60	39	45	36	26
Time and Attendance	299	332	381	446	389	391
Training	74	71	100	85	60	71
Other*	363	155	0	160	143	146

Processing Time		Co	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704(f)			Previous	Fiscal Year	Data	
The average length of time it has taken an agency to	2017	2018	2019	2020	2021	2022
complete, respectively, investigation an final action for:	2017	2010	2019	2020	2021	2022
Complaints pending (for any length of time) during fiscal yea	r					
Average number of days in investigation stage	139.9	149.6	135.9	126.2	123.5	225.8
Average number of days in final action stage	610.0	647.7	728.9	781.7	103	72.6
Complaints pending during fiscal year where hearing was req	uested		•			
Average number of days in investigation stage	222.6	192.6	190.7	195.0	187.4	306.5
Average number of days in final action stage	5	6	8	7	6.5	6.8
Complaints pending during fiscal year where hearing was not	requested					
Average number of days in investigation stage	223.8	211.6	206.7	202.3	198.2	241.9
Average number of days in final action stage	126	140	222	310	199.5	138.3

Complaints Dismissed by Agency		С	omparative	Data (Sec.	1614.705)						
29 CFR §1614.704 (g)	Previous Fiscal Year Data										
	2017	2018	2019	2020	2021	2022					
Total Complaints Dismissed by Agency	424	496	574	572	595	511					
Average days pending prior to dismissal	48.8	49.9	46.7	40.9	46.1	61.9					

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)		Co	omparative	Data (Sec. :	L614.705)					
	Previous Fiscal Year Data									
	2017	2018	2019	2020	2021	2022				
Total Complaints Withdrawn by Complainants	208	208	174	188	197		215			

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)		Comparative Data (Sec. 1614.705)  Previous Fiscal Year Data											
	2017		20	18		2019	20	)20	20	21	202	.2	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	63	100%	
Without Hearing	18	55%	18	55%	29	52%	36	49%	44	68%	38	60%	
With Hearing	18	45%	15	45%	27	48%	37	51%	21	32%	25	40%	

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					С	omparative Data (So Previous Fiscal Y		5)				
Note: Complaints can be filed alleging multiple bases.	2017 2018					2019	2020		2021		202	2
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	63	100%
Race	6	17%	9	27%	6	11%	17	23%	5	8%	4	6%
Color	0	0%	0	0%	0	0%	2	3%	1	2%	2	3%
Religion	1	3%	1	3%	3	5%	3	4%	0	0%	1	2%
Reprisal	15	42%	6	18%	17	30%	31	42%	27	42%	26	41%
Sex	5	14%	10	30%	12	21%	15	20%	16	25%	18	29%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	1	3%	2	4%	3	4%	1	2%	1	2%
Equal Pay Act	0	0%	0	0%	0	0%	1	1%	0	0%	2	3%
Age	2	6%	1	3%	1	2%	5	7%	3	5%	2	3%
Disability	13	36%	18	55%	25	45%	28	38%	24	37%	31	49%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)					С	omparative Data (So Previous Fiscal Y		5)				
Note: Complaints can be filed alleging multiple bases.	20	17	20	18		2019	2020		2021		20	22
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	18	100%	29	100%	36	100%	44	100%	38	100%
Race	1	6%	1	6%	4	14%	5	14%	1	2%	2	5%
Color	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Religion	0	0%	1	6%	0	0%	2	5%	0	0%	0	0%
Reprisal	7	39%	2	11%	8	28%	14	39%	15	34%	14	37%
Sex	4	22%	4	22%	5	17%	7	19%	9	20%	7	18%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	2	7%	1	3%	1	2%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	7	39%	11	61%	14	48%	16	43%	21	48%	20	53%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705)  Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	20	17	20	18	2019		2020		2021		2022	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	18	100%	15	100%	27	100%	37	100%	21	100%	25	100%
Race	5	28%	8	53%	2	7%	12	32%	4	19%	2	8%
Color	0	0%	0	0%	0	0%	0	0%	1	5%	2	8%
Religion	1	6%	0	0%	3	11%	1	3%	0	0%	1	4%
Reprisal	8	44%	4	27%	9	33%	17	46%	12	57%	12	48%
Sex	1	6%	6	40%	7	26%	8	22%	7	33%	11	44%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	1	7%	0	0%	2	5%	0	0%	1	4%
Equal Pay Act	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Age	2	11%	1	7%	1	4%	5	14%	3	14%	2	8%
Disability	6	33%	7	47%	11	41%	12	32%	3	14%	11	44%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

					C	omparative Data (Se	c. 1614.705	)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ear Data					
29 CFR §1614.704 (k)(1)	20:	17	20	18		2019	202	0	202	1	202	22
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	63	100%
Appointment/Hire	1	3%	0	0%	0	0%	1	1%	0	0%	0	0%
Assignment of Duties	2	6%	0	0%	1	2%	5	7%	1	2%	3	5%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Disciplinary Action							•					
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	3%	0	0%	0	0%	0	0%	1	2%	1	2%
Suspension	0	0%	0	0%	0	0%	4	5%	0	0%	0	0%
Removal	2	6%	0	0%	1	2%	3	4%	1	2%	1	2%
Warning	0	0%	0	0%	0	0%	7	9%	1	2%	2	3%
Duty Hours	1	3%	0	0%	0	0%	2	3%	0	0%	0	0%
Evaluation Appraisal	1	3%	0	0%	3	5%	7	9%	3	5%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment		•	•		•	•	•		•			
Non-Sexual	4	11%	12	36%	13	23%	21	28%	15	23%	21	33%
Sexual	3	8%	2	6%	6	11%	6	8%	8	12%	8	13%
Medical Examination	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	3%	2	4%	1	1%	4	6%	4	6%
Promotion/Non-Selection	6	17%	5	15%	5	9%	16	22%	11	17%	2	3%
Reassignment						•	•		•			
Denied	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%
Directed	3	8%	1	3%	4	7%	3	4%	1	2%	1	2%
Reasonable Accommodation	9	25%	9	27%	15	27%	11	15%	16	25%	20	32%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	5	14%	1	3%	3	5%	2	3%	4	6%	4	6%
Terms/Conditions of Employment	2	6%	0	0%	3	5%	2	3%	0	0%	0	0%
Time and Attendance	0	0%	1	3%	3	5%	1	1%	4	6%	6	10%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	4	11%	8	24%	14	25%	20	27%	10	15%	11	17%

					Co	omparative Data (Se	c. 1614.705)	)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ear Data					
29 CFR §1614.704 (k)(2)	20	17	20	18		2019	202	0	202	21	202	22
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	18	100%	29	100%	36	100%	44	100%	38	100%
Appointment/Hire	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	2	11%	0	0%	1	3%	1	3%	0	0%	2	5%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	1	2%	1	3%
Suspension	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Removal	1	6%	0	0%	1	3%	2	5%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	2	5%	1	2%	1	3%
Duty Hours	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	3	10%	2	5%	1	2%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	•	•	•	•	•		•	•	•	*	•	
Non-Sexual	1	6%	3	17%	6	21%	6	16%	4	9%	9	24%
Sexual	2	11%	1	6%	4	14%	6	16%	6	14%	4	11%
Medical Examination	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	6%	0	0%	0	0%	1	2%	3	8%
Promotion/Non-Selection	2	11%	1	6%	2	7%	6	16%	7	16%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	6%	0	0%	3	10%	0	0%	0	0%	0	0%
Reasonable Accommodation	6	33%	7	39%	11	38%	7	19%	14	32%	13	34%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	2	11%	0	0%	1	3%	2	5%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	6%	2	7%	0	0%	2	5%	3	8%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	4	22%	6	33%	8	28%	10	28%	9	20%	10	26%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue		Previous Fiscal Year Data										
29 CFR §1614.704 (k)(3)	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	18	100%	15	100%	27	100%	37	100%	21	100%	25	100%
Appointment/Hire	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	4	11%	1	5%	1	4%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Disciplinary Action							•					
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%
Removal	1	6%	0	0%	0	0%	1	3%	1	5%	1	4%
Warning	0	0%	0	0%	0	0%	5	14%	0	0%	1	4%
Duty Hours	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	0	0%	5	14%	2	10%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment		•		•	•		•		•			
Non-Sexual	3	17%	9	60%	7	26%	15	41%	11	52%	12	48%
Sexual	1	6%	1	7%	2	7%	0	0%	2	10%	4	16%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	2	7%	1	3%	3	14%	1	4%
Promotion/Non-Selection	4	22%	4	27%	3	11%	10	27%	4	19%	2	8%
Reassignment		•		•	•		•		•			
Denied	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Directed	2	11%	1	7%	1	4%	3	8%	1	5%	1	4%
Reasonable Accommodation	3	17%	2	13%	4	15%	4	11%	2	10%	7	28%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	3	17%	1	7%	2	7%	0	0%	4	19%	4	16%
Terms/Conditions of Employment	2	11%	0		2	7%	2	5%	0	0%	0	0%
Time and Attendance	0	0%	0		1	4%	1	3%	2	10%	3	12%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2		6	22%	10	27%	1	5%	1	4%
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Donding Complaints Filed in Drawings Fiscal Veges by	Comparative Data (Sec. 1614.705)								
Pending Complaints Filed in Previous Fiscal Years by	Previous Fiscal Year Data								
Status29 CFR §1614.704 (I)	2017	2018	2019	2020	2021	2022			
Total complaints from previous Fiscal Years	3647	4332	4562	4458	3680	3553			
Total Complainants	3146	3734	3955	3878	3255	3177			
Number complaints pending		•	•	•					
Investigation	14	8	24	16	3	4			
ROI issued, pending Complainant's action	18	18	11	17	8	6			
Hearing	2979	3286	3236	2934	2523	2214			
Final Action	153	444	714	731	468	536			
Appeal with EEOC Office of Federal Operations	480	574	576	759	678	793			

Complaint Investigations 29 CFR §1614.704 (m)		Comparative Data (Sec. 1614.705)							
		Previous Fiscal Year Data							
		2018	2019	2020	2021	2022			
Pending Complaints Where Investigations Exceeds Required	80	144	97	52	43	15			
Time Frames	60	144	37	32	43	13			